

**UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
REGION 10**

**STARBUCKS CORPORATION**

**and**

**Case 10-CA-291616  
10-CA-300497**

**WORKERS UNITED, SOUTHERN REGIONAL  
JOINT BOARD**

**ORDER CONSOLIDATING CASES,  
CONSOLIDATED AMENDED COMPLAINT AND NOTICE OF HEARING**

Pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board (the Board) and to avoid unnecessary costs or delay, **IT IS ORDERED** that Case 10-CA-291616 filed by Workers United, Southern Regional Joint Board (the Union) against Starbucks Corporation (Respondent), in which an Amended Complaint and Notice of Hearing issued on October 3, 2022, is consolidated with Case 10-CA-300497 filed by the Union against Respondent.

This Order Consolidating Cases, Consolidated Amended Complaint and Notice of Hearing, which is based on these charges, is issued pursuant to Section 10(b) of the National Labor Relations Act, 29 U.S.C. §151 et seq. (the Act) and Section 102.15 of the Board's Rules and Regulations, and alleges Respondent has violated the Act as described below.

1.

(a) The Union filed a charge in Case 10-CA-291616 on March 3, 2022, and a copy was served on Respondent by U.S. mail on March 4, 2022.

(b) The Union filed an amended charge in Case 10-CA-291616 on March 16, 2022, and a copy was served on Respondent by U.S. mail on March 17, 2022.

(c) The Union filed a charge in Case 10-CA-300497 on August 1, 2022, and a copy was served on Respondent by U.S. mail on August 2, 2022.

(d) The Union filed an amended charge in Case 10-CA-300497 on September 20, 2022, and a copy was served on Respondent by U.S. mail on the same date.

2.

(a) At all material times, Respondent has been a corporation with its principal office and place of business in Seattle, Washington, and various locations throughout the United States, including Store #9780 located at 116 Merchant Drive in Knoxville, Tennessee (Respondent's Store #9780), and has been engaged in the retail operation of restaurants.

(b) Annually, in conducting its operations described above in subparagraph (a), Respondent derives gross revenue in excess of \$500,000.

(c) Annually, in conducting its operations described above in subparagraph (a), Respondent purchases and receives at its Store #9780, goods and materials valued in excess of \$5,000 directly from points outside the State of Tennessee.

(d) At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

3.

At all material times, the Union has been a labor organization within the meaning of Section 2(5) of the Act.

4.

At all material times, the following individuals held the positions set forth opposite their respective names and have been supervisors of Respondent within the meaning of Section 2(11) of the Act and agents of Respondent within the meaning of Section 2(13) of the Act.

- (a) (b) (6), (b) (7)(C) - (b) (6), (b) (7)(C)
- (b) (b) (6), (b) (7)(C) - (b) (6), (b) (7)(C)

5.

About March 3, 2022, Respondent, by (b) (6), (b) (7)(C), at Respondent's Store #9780, implicitly threatened employees with unspecified reprisals by disparaging employees and accusing employees of being disloyal because they engaged in activities in support of a union, or other protected concerted activities.

6.

(a) About (b) (6), (b) (7)(C), 2022, Respondent disciplined employee (b) (6), (b) (7)(C) by issuing (b) (6), (b) (7)(C) a final written warning.

(b) About (b) (6), (b) (7)(C), 2022, Respondent discharged employee (b) (6), (b) (7)(C).

(c) About (b) (6), (b) (7)(C), 2022, Respondent discharged employee (b) (6), (b) (7)(C) and that would have been a lesser discipline but for the discipline Respondent issued to (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C), as described above in subparagraph (a).

(d) Respondent engaged in the conduct described in subparagraphs (a) through (c) because employee (b) (6), (b) (7)(C) joined the Union and engaged in concerted activities, and to discourage employees from engaging in these activities.

7.

(a) The following employees of Respondent (the Unit) constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time and part-time Baristas and Shift Supervisors employed by Respondent at Respondent's Store #9780, but excluding all Store Managers, office clericals, guards and supervisors as defined by the Act.

(b) On April 5, 2022, the Board certified the Union as the exclusive collective-bargaining representative of the Unit.

(c) At all times since April 5, 2022, based on Section 9(a) of the Act, the Union has been the exclusive collective-bargaining representative of the Unit.

8.

(a) About late July 2022, a more precise date currently unknown to the General Counsel, Respondent changed the opening and closing hours at Respondent's Store #9780.

(b) The subject set forth above in subparagraph (a) relates to wages, hours, and other terms and conditions of employment of the Unit and is a mandatory subject for the purposes of collective bargaining.

(c) Respondent engaged in the conduct described above in subparagraph (a) without prior notice to the Union and without affording the Union an opportunity to bargain with Respondent with respect to this conduct or the effects of this conduct, and without first bargaining with the Union to an overall good-faith impasse for a collective-bargaining agreement.

9.

By the conduct described above in paragraph 5, Respondent has been interfering with, restraining, and coercing employees in the exercise of rights guaranteed by Section 7 of the Act in violation of Section 8(a)(1) of the Act.

10.

By the conduct described above in paragraph 6, Respondent has been discriminating in regard to the hire or tenure or terms and conditions of employment of its employees, thereby discouraging membership in a labor organization in violation of Sections 8(a)(1) and (3) of the Act

11.

By the conduct described in paragraph 8, Respondent has been failing and refusing to bargain collectively and in good faith with the exclusive collective-bargaining representative of its employees in violation of Section 8(a)(1) and (5) of the Act.

12.

The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

### **REMEDIES**

**WHEREFORE**, as part of the remedy for the unfair labor practices alleged above, the General Counsel seeks an Order requiring Respondent to:

(a) post and distribute the Notice to Employees and the Explanation of Employee Rights (on NLRB letterhead) via email, text, or Slack (or other internal company app or social media website Respondent uses to communicate with its employees) to all of Respondent's employees who worked at Respondent's Store #9780 at any time since March 3, 2022;

(b) at a facility wide meeting or meetings scheduled to ensure the widest possible attendance, have a responsible management official read the Notice to Employees and the Explanation of Rights to employees on work time and in the presence of a Board agent or, in the alternative, have a Board agent read the Notice to Employees and the Explanation of Rights to employees on work time, in the presence of supervisors and managers identified above in

paragraph 4, with Union representatives being permitted to attend all such readings or, where appropriate, video record the reading of the Notice to Employees and the Explanation of Rights, with the video recording then being distributed to employees by electronic means or by mail. A copy of the recording and documentation of attendance should be provided to Region 10;

(c) make whole (b) (6), (b) (7)(C), including but not limited to paying (b) (6), (b) (7) for consequential economic harm incurred as a result of Respondent's unlawful conduct; and

(d) send a letter on Respondent's letterhead, signed by the Regional Manager responsible for Respondent's Store #9780, by electronic mail and U.S. mail to (b) (6), (b) (7)(C) informing (b) (6), (b) (7) that all references to (b) (6), (b) (7) discharge by Respondent have been removed from Respondent's files, that the discharge will not be used against (b) (6), (b) (7) in any way, and that Respondent apologizes to (b) (6), (b) (7) for any hardship or distress caused by the suspension and discharge, and assure (b) (6), (b) (7) that Respondent will respect the rights of employees to join and assist unions.

**FURTHER**, the General Counsel seeks all other relief as may be just and proper to remedy the unfair labor practices alleged.

### **ANSWER REQUIREMENT**

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the consolidated amended complaint. The answer must be **received by this office on or before January 25, 2023, or postmarked on or before January 24, 2023.** Respondent also must serve a copy of the answer on each of the other parties.

The answer must be filed electronically through the Agency's website. To file electronically, go to [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the NLRB Case Number,

and follow the detailed instructions. Responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the consolidated amended complaint are true.

### **NOTICE OF HEARING**

PLEASE TAKE NOTICE THAT on **April 13, 2023, in the Ground Floor Conference Room of the John J. Duncan Federal Building located at 710 Locust Street, Room 126, Knoxville, Tennessee**, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the

hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this consolidated amended complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.



Dated: January 11, 2023

A handwritten signature in black ink, appearing to read "L. Henderson", with a long horizontal stroke extending to the right.

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LISA Y. HENDERSON  
REGIONAL DIRECTOR  
National Labor Relations Board  
Region 10  
401 W. Peachtree Street, NE  
Suite 472  
Atlanta, GA 30308

Attachments

1. Form NLRB 4338 – Notice
2. Form NLRB 4668 - Procedures in NLRB Unfair Labor Practice Hearings



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
**NOTICE**

Cases 10-CA-291616 and  
10-CA-300497

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements ***will not be granted*** unless good and sufficient grounds are shown ***and*** the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in ***detail***;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

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## Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: [www.nlrb.gov/sites/default/files/attachments/basic-page/node-1717/rules\\_and\\_regs\\_part\\_102.pdf](http://www.nlrb.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf).

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at [www.nlrb.gov](http://www.nlrb.gov), click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

**Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement.** The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

### I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

### II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered in evidence. If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing.

(OVER)

If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

### III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.